

JOB ANNOUNCEMENT

EAST OAKLAND ORGANIZER

POSITION AVAILABLE

Communities for a Better Environment (CBE) is a statewide environmental health and justice organization that combines grassroots organizing, legal advocacy, and science-based research to achieve its goals. CBE's mission is to build power in low-income communities of color to achieve environmental justice by empowering community, reducing pollution and building healthy and sustainable communities. For more information, please visit: www.cbecal.org

GENERAL POSITION SUMMARY

The Community Organizer position will be responsible for executing our organizing and outreach plans to strengthen CBE's base by building healthier and greener communities. The position will focus on the East Oakland program to mitigate industrial pollution and improve long-standing patterns of poor land-use. This position supports and builds power of the adult community organizing program through our Transformative Organizing Model (TOM). The work is performed under the general direction of the East Oakland Community Organizers and administrative supervision of the NorCal Program Director. The East Oakland Community Organizer will work closely with the East Oakland Community Organizers and Youth Organizers statewide to develop and implement educational outreach and recruitment, developing meaningful relationships with members, representing the organization in coalition spaces, and advancing leadership and membership development.

In the short-term, the community organizer's work plan will include support of the coordination and outreach for the transition of the AB&I Foundry. CBE's long-term efforts to mitigate cumulative health impacts in East Oakland anchors our current campaign work:

- Freedom to Breathe – improving air quality and supporting community leadership
- Oakland United – environmental-health demands in Community Benefit Agreement
- Electricity – Implementation of the Solar on Multi-Family Affordable Housing Program and community education on opportunities to impact our utilities
- Land use – reduce industrial pollution through better land-use and community-based planning
- Just Transition - trainings and project support to build out a local transition from an extractive economy to a feminist economy

In addition to these five campaigns, racial equity and language justice are key areas supported by the Community Organizer. CBE has made a commitment to addressing anti-blackness and white supremacy culture within our organization, and the East Oakland Community Organizer will participate in CBE's internal work to meet equity goals and will be a bridge to our members'

participation. The East Oakland Community Organizer will also support the development of language justice for the languages of Spanish, Mandarin, and Farsi, connecting with language interpreters and language justice experts to make our meetings and organizing accessible to speakers of multiple languages in East Oakland.

RESPONSIBILITIES

- Lead grassroots campaign planning & strategizing.
- Develop and implement youth and adult leadership development trainings and program activities.
- Conduct outreach and recruitment activities in Oakland and regionally, including participatory action research.
- Coordinate monthly member meetings and periodic community actions and participate in weekly staff and campaign team meetings.
- Develop and implement environmental health and justice campaigns using a proactive and solution-oriented approach to research and policy.
- Develop and execute an organizing plan within the framework of our campaign strategy and support online communications using CBE's social media tools.
- Oversee community interns and volunteers.
- Maintain and build relationships with stakeholders including, but not limited to, public health agencies, schools, and youth, labor, and faith-based organizations, to further advance CBE's campaign goals and objectives.
- Manage program budgets.
- Work with development staff to implement grassroots fundraising activities as well as grant-related reporting and proposal development.
- Provide reporting to the NorCal Program Director.
- Participate in weekly East Oakland Team meetings & monthly State-Wide Staff Meetings.
- Support local, regional, and statewide civic and voter engagement, including CBE Action's 501(c)(4) policy advocacy and electoral organizing.

EXPERIENCE AND JOB REQUIREMENTS

- At least 1 year of organizing experience in low-income communities of color
- Excellent communication and team building skills
- Ability to facilitate community workshops and trainings with diverse communities and generations
- Campaign experience, including building opportunities for leadership and shifting power
- Preference for CO-management of projects with community teams and community leaders
- Flexible work schedule, including willingness to work frequent nights and weekends
- Valid driver's license, driver's insurance, and access to a reliable vehicle preferred.

Skills and abilities:

- Must have strong people skills, be community-friendly, and be able to engage a broad spectrum of people representing various social, cultural, and professional backgrounds.
- Must be a self-starter and able to work independently.

- Ability to contextualize complicated/technical data into clear and simple format for the community.
- Excellent, detail-oriented project management skills.
- Excellent verbal and written communication skills.
- Strong training or facilitation skills.
- Must have strong time-management skills.
- Attention to detail, organization, and ability to prioritize multiple tasks.
- Ability to foster a positive, team-oriented environment.
- Ability to understand and navigate in a complex political environment.
- Ability to facilitate and take part in consensus decision making process.

Benefits and Compensation

This is a permanent, full-time, exempt position at \$62,400 per year. The East Oakland Organizer will receive CBE's comprehensive benefits package, including a generous vacation and leave policy; fully-paid premiums for medical, vision, and dental insurance; an additional mental health benefit; a 401(k) retirement plan; and a flexible spending plan. CBE pays full premiums for medical, dental, and vision insurance for the employee, spouse or domestic partner, and any dependents.

To apply: All qualified applicants should send cover letter, resume, and three references via e-mail to: **Subject line** "CBE East Oakland Community Organizer" at jobs@cbeocal.org.

Position available until filled.

CBE is an equal opportunity employer that does not discriminate on the basis of race, religion, disability, gender, nationality, ethnicity, sexual orientation, or any other prohibited category. We strongly encourage women, people of color, LGBTQ, and all qualified persons to apply for this position.